Actuarial Valuation Report as at 31 March 2025

Nuclear Waste Services Ltd Section of the Combined Nuclear Pension Plan

June 2026

isio.

Document classification: Confidential

Summary

Mark McClintock FIA
Scheme Actuary

Isio Group Limited

June 2026

This report sets out the results of the actuarial valuation of the Nuclear Waste Services Ltd Section ("the Section") of the Combined Nuclear Pension Plan ("the Plan") as at 31 March 2025.

Results summary				
31 March 2025 (£000's)	Technical Provisions	Low dependency	Solvency (estimated)	PPF (Section 179)
Assets	40,209	40,209	40,209	40,209
Liabilities	30,395	33,388	33,813	27,048
Surplus/(deficit)	9,814	6,821	6,396	13,161
Funding level	132%	120%	119%	149%

Company contributions

There is a surplus against Technical Provisions and therefore no contributions are required in respect of past service.

The Nuclear Decommissioning Authority ("the NDA" or the "Lead Employer") has agreed that Nuclear Waste Services Limited ("NWS" or the "Employer") will pay 14.8% of Pensionable Earnings in respect of future service benefits.

In addition, all expenses incurred by the NWS Limited Section of the Plan, including the PPF levy and investment related expenses will be paid directly by the Section as and when they fall due. An allowance has been applied to the liabilities to allow for expected expenses over the next 5 years.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Key risks

The key risks for the Trustee of the Section to monitor and their existing mitigations are:

Risks	Mitigations
Changes in the covenant of the Employer and, in particular, the risk of the Employer being unable to make good deficits in the future.	Regular updates from the Employer on covenant matters.
The volatility of the future funding level due to the proportion of Section is invested in return generating assets, whereas the Technical Provisions are assessed by reference to yields on government bonds.	Regular reviews of investment performance and strategy, including the level of hedging against movements in market conditions. Provision of annual funding updates from the Scheme Actuary.
A significant number of members may take a more valuable option than that assumed in the Technical Provisions.	Regular monitoring included within the administration report of transfer values quoted and paid, tax-free cash taken and retirement on generous terms.
Unexpected changes in inflation.	Provision of Annual Funding Updates from the Scheme Actuary.
Material unexpected improvements in life expectancy.	Triennial actuarial valuations and regular review of life expectancy in light of the most recently published CMI tables.

Note that the Trustee is aware that the only way to remove all risks is to secure all the liabilities with an insurance company.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Table of Contents

Summary 1
Introduction 1
Valuation process 3
Assumptions 6
Results 9
Auto-enrolment compliance 11
Sensitivities 12
Review of past experience 14
Funding and investment strategy 16
Estimate of solvency 18
Pension Protection Fund 20
Contributions 21
Appendices 22
Appendix 1 Membership summary and assets 23
Appendix 2 Benefit summary 24
Appendix 3 Certificates and documentation 25
Appendix 4 Glossary of terms 40

Introduction

The aims of the valuation are:

- To calculate the Technical Provisions of the Section and to show the extent to which the Section's existing assets are sufficient to cover them as at the valuation date (the Statutory Funding Objective);
- To review the experience of the Section since the last actuarial valuation.
- To assess the solvency position of the Section;
- To assess the low dependency funding target of the Section;
- To calculate the value of the liabilities of the Section in relation to the Pension Protection Fund; and
- To calculate the contribution rate that should be paid in respect of further accrual of benefits.

Valuation background

The financial and demographic assumptions used for the Technical Provisions and low dependency funding target have been agreed by the Trustee and the Lead Employer following actuarial advice from me. The assumptions are detailed in the Statement of Funding Principles. The Trustee should be familiar with the Pensions Regulator's DB funding code of practice and other relevant material published by the Pensions Regulator.

Disclosures

I am the Scheme Actuary to the Plan appointed in accordance with the requirements of Section 47 of the Pensions Act 1995.

This report, providing details of the actuarial valuation of the Section as at 31 March 2025, has been commissioned by and is addressed to the Trustee. Whilst other parties may be provided with the report, it should not be relied upon by any other person. Any person other than the Trustee who chooses to rely on this report does so at their own risk. To the fullest extent permitted by law, Isio Group Limited and I accept no responsibility or liability to that party in connection with this report.

I have also used Isio tools to complete this valuation. These tools are intended to be used for this purpose, and I believe they are appropriate for this valuation. Although these tools have limitations, I do not believe these are material to this work. If you require any further information on these tools, please let me know.

There is a statutory requirement under Part 3 of the Pensions Act 2004 for valuations to be carried out no less frequently than every three years.

The Trustee should make this report available to the Lead Employer within seven days of receipt.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Compliance with actuarial standards

The following papers, along with this report, constitute the actuarial work that I have provided on the actuarial valuation:

- the Statement of Funding Principles, and Schedule of Contributions, each dated 31 March 2026.
- My advice on the:
    - Demographic assumptions in my papers for the Trustee meetings held on;
        - 30 April 2025;
        - 23 July 2025;
        - 15 October 2025; and
        - 25 February 2026
    - Financial assumptions in my papers for the Trustee meetings held on;
        - 15 October 2025; and
        - 25 February 2026
- The results papers provided for the Trustee meetings held on;
    - 15 October 2025; and
    - 25 February 2026

The Technical Actuarial Standards TAS 100 and TAS 300 published by the Financial Reporting Council apply to the work on this actuarial valuation and I confirm that the work complies with these standards.

This includes the Risk Identification Principle within TAS 100 where relevant risks and factors are material. Please note that we have not considered climate change risk in our advice at this time. However, climate change risk will affect the Section's future long-term mortality assumptions, amongst other factors.

Climate change risk includes:

- Physical risk (e.g. damage caused to infrastructure as a result of extreme weather)
- Transition risk (e.g. risks associated with significant structural changes in adjusting an economy to a Net-Zero state).

Please let us know if you would like to discuss this in more detail.

Employer covenant

Following the independent review of the covenant of the Lead Employer in a report prepared by Cardano Advisory dated April 2025, the Trustee have formed views on the strength of the Employer. The review takes into account the Lead Employer's affordable contributions, reliability period, and longevity period.

The covenant advisor's conclusion was that on the basis of previous discussions with the NDA, it was reasonable for the Trustee to assume that the support provided by the NDA is "quasi-sovereign" despite there being no legal recourse to HM Government UK.

The Trustee should keep the covenant of the Lead Employer under review.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Valuation process

Membership data

The quality of the valuation data determines the accuracy of the results and, as such, it is important that the information provided is of a suitable quality. I have relied upon the accuracy of the information provided by the administrators of the Section on behalf of the Trustee for this valuation.

Checks have been performed to assess the appropriateness of the data used, including reference to the audited accounts for the Section year ending with the valuation date. I have no reason to doubt the accuracy of the data provided although I cannot confirm that the detailed information in respect of every member is correct in all respects. Consequently, I do not accept any liability in respect of my advice where I have relied on data which is incomplete or inaccurate.

The membership data, which has been supplied by Equiniti ("EQ"), as administrators of the Plan, is summarised in the appendices, together with the data from the previous valuation.

Plan benefits

The benefits used in the valuation are those described in the Plan's Trust Deed and Rules.

In October 2018, the High Court made a ruling in a case involving the Lloyds Banking Group that UK pension schemes will need to equalise benefits in respect of any member who accrued a Guaranteed Minimum Pension (GMP) after 17 May 1990. The judgment confirms that members' benefits need to be equalised for the effects of unequal GMP and provided some clarity regarding the methodologies which may be used.

The Nuclear Waste Services Ltd Section does not have any GMP as the Section was established after GMPs ceased to accrue, so no allowance needs to be made for GMP equalisation.

There is no current practice of awarding additional benefits on a discretionary basis, and accordingly this valuation makes no allowance for any such discretionary benefits in addition to benefits provided by the rules of the Plan.

Defined contribution benefits

The Section has assets and liabilities in respect of Additional Voluntary Contributions (AVCs) and Shift Pay Pension Plan these assets and liabilities, as well as the Section assets in the Defined Contribution benefit structure of the Plan, have been excluded throughout this valuation.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Asset valuation

The value of the Section's assets has been taken from the audited accounts of the Section for the year ending 31 March 2025. This is a market value and is compatible with the value of the liabilities calculated at the same date. The value of the assets used for the Technical Provisions valuation is £40,209,000.

The current holdings are summarised in Appendix 1.

Whilst the long-term expected return from return generating assets exceeds the assumed rates of return on which the Technical Provisions are based, returns can be volatile in the shorter term and may consequently lead to short term volatility of the funding position of the Section. Subject to the potential short-term volatility, the investment policy is not inappropriate given the form and incidence of the Section's liabilities.

Valuing the Technical Provisions

The Technical Provisions are the value of the Section's future cashflows. These cashflows comprise the pension and lump sum payments expected to fall due from the Section in respect of benefits already accrued to existing members.

Since these cashflows are in respect of pension payments to be made over many years into the future, they are long-term and uncertain in nature. They are determined by the timing and level of benefits payable from the Section, but their exact values will depend on, amongst other factors, future rates of inflation and Pensionable Earnings increases, how long members will live and when members choose to take their benefits.

Assumptions

The Trustee has taken advice from the Scheme Actuary with regard to the assumptions to be used to calculate the Technical Provisions.

The Trustee has also considered the Employer covenant as well as the investment strategy of the Section. In doing so, the Trustee has considered the ability of the Employer to be able to support the Section in the event of unfavourable future experience and the risks associated with the investment strategy.

The assumptions are discussed in the following section and set out in the Statement of Funding Principles which can be found in the Appendices.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Funding method

As specified in the Trustee's Statement of Funding Principles (which is included in the appendices), the funding method used to calculate the Section's position relative to the funding target is the Attained Age Method ("AAM"). The choice of funding method is restricted by legislation. The previous valuation used the Projected Unit Method ("PUM") and a 3-year control period.

The defined benefit structures are closed to new entrants, and the defined benefit active membership is ageing and shrinking in numbers. Under PUM, the cost of future service naturally rises with age, and this effect becomes more pronounced as the remaining active members age further, all other things being equal.

By contrast, the AAM spreads the expected cost of benefits more evenly over the members' remaining working lifetime, resulting in more stable and predictable contribution rates. The Trustee has chosen to adopt the AAM method in order to benefit from this extra stability at future valuations.

Future valuations

Deficits or surpluses can be expected to emerge at future valuations if future experience is different from the assumptions underlying this valuation. Depending on the magnitude of any such future deficit, it may be necessary to adjust the Employer's contribution rates.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Assumptions

I have used the assumptions set out in the Statement of Funding Principles to calculate the Section's Technical Provisions. I consider the assumptions used to be appropriate for calculating the Technical Provisions.

Financial assumptions

The main financial assumptions adopted for this valuation and the previous valuation are shown in the table below:

Key Assumptions (% p.a.) – Technical Provisions		
Year	2022	2025[1]
Discount rates		
Pre-retirement	4.90%	6.95%
Pre-retirement for future service	6.10%	6.95%
Post-retirement	2.90%	5.95%
Post retirement for future service	2.90%	5.95%
Inflation, Pensionable Earnings, and pension increases:		
RPI	3.70%	3.40%
CPI	3.00%	3.20%
Pensionable Earnings increases	Year 1: Actual increase Years 2-7: CPI Over 7 years: CPI+0.5% Plus promotional Pensionable Earnings Scale	Year 1: Actual increase Years 2-4: CPI Over 4 years: CPI+0.5% Plus promotional Pensionable Earnings Scale
Deferred revaluation and pension increases	3.70%	Final salary: In line with RPI assumption CARE: In line with CPI assumption

(1) Single equivalent spot rates estimated based on a duration of 20 years

The financial assumptions have been updated from the assumptions used in the previous valuation. In particular:

- The discount rate has been updated to a full yield curve approach, based on the Bank of England nominal gilt yield plus a margin. In the previous valuation a single margin was used for the pre- and post-retirement

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

discount rates. This approach has been updated such that a margin of 1.50%/0.50% (pre / post-retirement) over the gilt yield is used. The move to a yield curve approach represents a small reduction in prudence compared with the previous valuation.

- The inflation assumptions have been updated such that future RPI inflation is set as the Bank of England implied inflation curve with no deduction. CPI inflation is set relative to this curve with a deduction of 0.8% p.a. prior to 2030 and 0% p.a. afterwards, to allow for the expected effects of RPI reform.

Demographic assumptions

The mortality base rates are from the 'SAPS 4' tables published by the actuarial profession. No change has been made to the 110% adjustment applied to the base tables in the previous valuation. The mortality experience of pensioners in the Section has been compared with the number of deaths expected under the base mortality table. This analysis showed that the level of deaths experienced in Section was higher than the S4PA base tables and that the weighting of 110% to this base table remains appropriate.

For the previous valuation, an allowance was made for improvements in life expectancy by using the CMI 2021 projections model published by the Continuous Mortality Investigation of the actuarial profession based on each individual member's year of birth, with a long-term rate of improvement of 1.5% p.a.

For this valuation, an allowance has been made for improvements in life expectancy by using the CMI 2024 projections model, with long-term rates of improvement of 1.5% per annum for males / females.

Actuarial factors, for example commutation factors and early retirement factors, affect the level of members' benefits if they choose the options where these factors are used. The Technical Provisions make allowance for members to commute part of their pension for a pension commencement lump sum.

The factors were last reviewed in November 2023 and are expected to be reviewed again following this valuation. The commutation, early retirement and late retirement factors are assumed to be the same as the factors currently in force. A future review could change the factors. The impact of decreasing the commutation allowance by 10% is included in the sensitivities section and is not expected to have a significant impact on funding and financing on the Section.

Other demographic assumptions are unchanged. It is assumed that:

- The proportion married assumptions use NDA Unisex rates based on experience of the Plan.

- Males are three years older than their female spouses.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Expenses

An allowance has been made towards the estimated cost of operating the Section. An uplift of 0.8% has been applied to the liabilities to allow for expected expenses over the next 5 years. This level will be reviewed at the next valuation.

Low dependency

As part of new funding regulations, I am required to calculate your funding position on a low dependency basis.

I have calculated the low dependency liabilities using the Technical Provisions with the following exceptions:

- The pre-retirement discount rate is calculated in line the post-retirement discount rate assumption: gilt yield curve +0.50%

- Plan expense reserves are set in line with funding code requirements under the low dependency basis. The expense reserve has been set in line with the Section 179 assumption.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Results

The results of the valuation are set out in the table below.

Results £'000s:	Technical Provisions	Low dependency
Past service		
Active liabilities	19,929	22,154
Deferred liabilities	3,216	3,528
Pensioner liabilities	7,009	7,009
Expenses	241	697
Total liabilities	**30,395**	**33,388**
Assets	**40,209**	**40,209**
Surplus/(Deficit)	**9,814**	**6,821**
Funding level	**132%**	**120%**
Future Service (% of Pensionable Earnings)		
Total cost of accrual	**22.7%**	**24.4%**
Less member contributions	**7.9%**	**7.9%**
Employer cost	**14.8%**	**16.5%**

My certification of the calculation of the Technical Provisions is given in the appendices. The Technical Provisions of the Section are not the same as the cost of securing benefits should the Section be wound up. This information is given in the "Estimate of solvency" section of this report.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Future estimate of Technical Provisions and low dependency target

I am required to state how the funding position is projected to change – for this purpose. I believe the most appropriate approach is to set out how the position is projected to change by the next valuation.

I estimate that the funding level of the Section will remain broadly consistent over the three years from 31 March 2025.

In making these statements, I have assumed that market conditions remain stable, liability experience follows the assumptions underlying the Technical Provisions, contributions are paid in line with the Schedule of Contributions and performance of the assets is in line with the best estimate target expected return of gilts plus 2.5% p.a.. No allowance has been made for known experience since the valuation date. In practice it is likely that the actual funding level will vary materially in the period to the next valuation. In particular, the potential short-term volatility of the Section's assets can lead to significant variation in the funding level.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Auto-enrolment compliance

Auto-enrolment requirements

Employers have a legal duty to automatically enrol their eligible employees into a compliant scheme. Occupational pension schemes qualifying under the employer duty legislation have to meet certain standards set out in the Pensions Act 2008. This includes meeting the relevant quality requirement.

While there is no formal requirement to re-certify schemes, it is recommended that schemes review their position at least every three years or earlier if there is a significant change to the scheme. The responsibility for certification sits with an employer; however, certain tests require actuarial calculations.

I have reviewed the Section's compliance using the "Accruals test" and can confirm that the Section is compliant with auto-enrolment requirements.

I confirm that I am satisfied that the Section meets the relevant quality requirement under the "cost of accrual" test, and so no further action in respect of this is required until my next check in three years' time.

As such I have not considered the Section under the Test Scheme Standard test.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Sensitivities

Sensitivity analysis

It is likely, especially in the short term, that the assumptions will not be borne out in practice. Therefore, it is important to consider the potential impact of actual experience being different from that assumed.

It should be noted that the relative difference between assumptions is more important than the absolute value of each. In particular, the valuation results are sensitive to differences between:

- discount rate and rate of revaluation of accrued benefits;
- discount rate and rate of Pensionable Earnings increases; and
- discount rate and rates of increases to pensions in payment.

The assumption for life expectancy is another key assumption for valuing the liabilities. The mortality tables used allow for recent pension Plan experience and improvements. The proportion of members who chose to commute pension for tax-free cash and the commutation factor used for that calculation has an impact on the benefits that are expected to be paid.

In the following table, I have shown the sensitivity of the Technical Provisions results to changes in the valuation assumptions. These show the impact on solely the liabilities. All figures are in comparison with the Technical Provisions results.

It should be noted that a change in bond and gilt yields is also highly likely to affect both the calculation of the Technical Provisions and the market value of the portion of the Section's assets.

Assumption changed	Change in funding position (£'000s)	Funding Level
Pre-retirement discount rate decreases by 0.1% p.a.	206	132%
Post-retirement discount rate decreases by 0.1% p.a.	329	132%
RPI rate increases by 0.1%	522	131%
Life expectancy + 1 year	655	131%

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Salary growth increases by 1% p.a. in year 1	156	133%
Commutation (reduction from 80% of members commuting the maximum amount of pension to 70%)	981	128%

Note:
[a]Change in RPI inflation assumption includes the effect on CPI, Pensionable Earnings increase and pension increases assumptions.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Review of past experience

Previous valuation

I carried out the last actuarial valuation of the Section as at 31 March 2022 and the results were published in a report dated August 2023. That valuation showed a funding level of 91% of the Section's Technical Provisions, and a deficit of £3,480,000.

The Trustee and the Lead Employer agreed in the Schedule of Contributions signed on 19 May 2023 and the revised Schedule of Contributions signed on 28 March 2024 following the change in benefit structure from final salary to CARE ("Career Average Revalued Earnings"):

- a contribution rate of 32.3% p.a. of Pensionable Earnings from 1 April 2022 to 31 March 2024 to cover the cost of new Final Salary benefits,
- the following contribution rates to cover the cost of new CARE benefits,
  - 28.2% of Pensionable Earnings from 1 April 2024 to 31 March 2025
  - 27.2% of Pensionable Earnings from 1 April 2025 to 31 March 2026
  - 26.3% of Pensionable Earnings from 1 April 2026 to 31 March 2027
  - 25.7% of Pensionable Earnings from 1 April 2027
- a contribution of £1,000,000 to be paid before 31 March 2023,
- £370,000 p.a., payable monthly, between 1 April 2026 and 31 March 2032 to recover the deficit.
- Expenses including levies would be payable directly by the Employer

Contributions paid

Since the last valuation, contributions have been paid by the Employer in line with the Schedules of Contributions certified 19 May 2023, the revised Schedule of Contributions signed on 28 March 2024 and the previous one certified on 27 August 2020.

This constituted a payment of £1,000,000 during the 12-month period to 31 March 2023. The Employer has also paid contributions in respect of ongoing accrual at the agreed rates.

Developments since the previous valuation

Changes in benefits since the last valuation

From 1 April 2024, the Lead Employer changed the benefit structure for the accrual of future benefits from final salary to CARE.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

New legislation

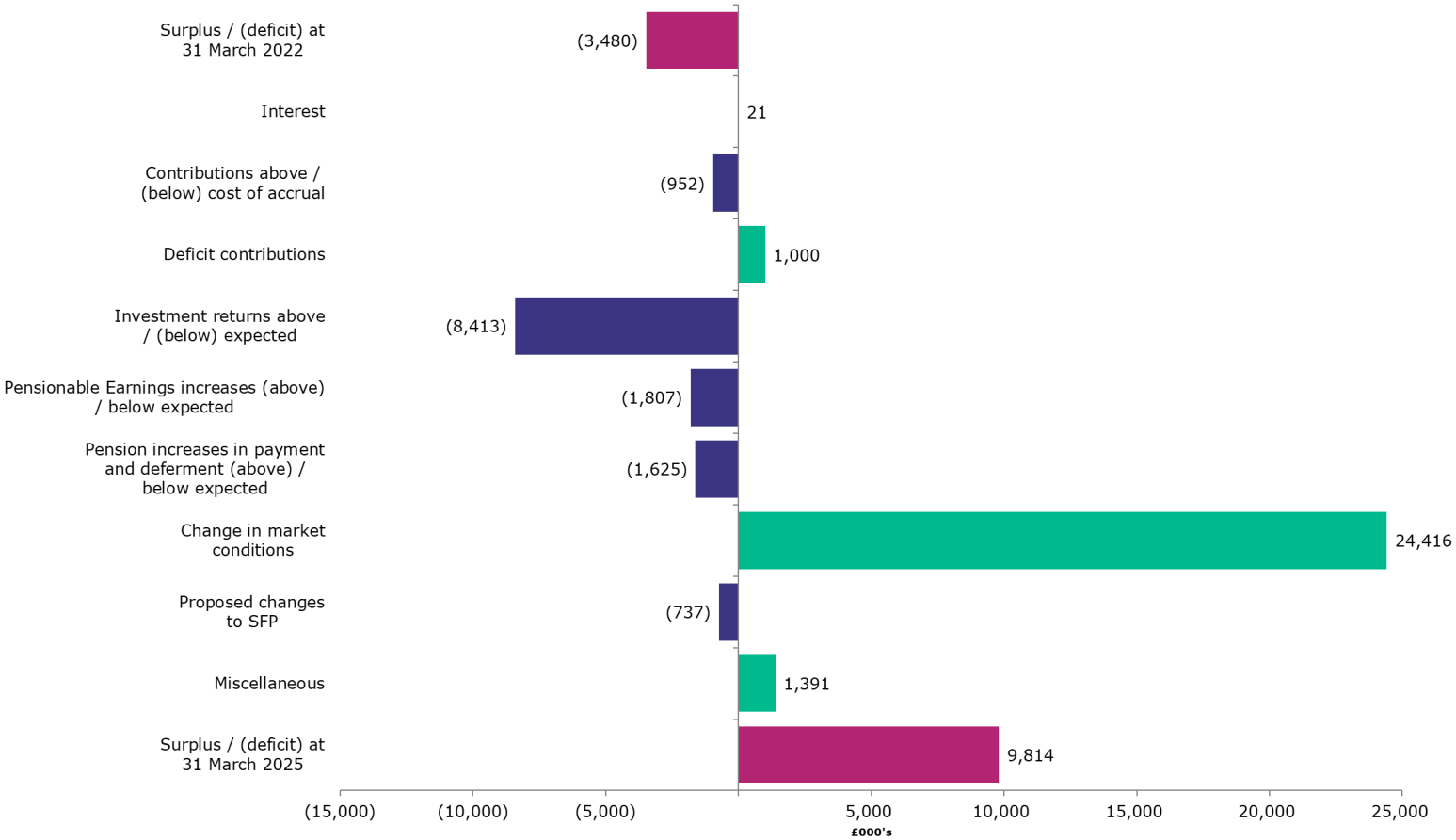
Since the last valuation, there have been significant changes to the existing funding regime. New funding regulations apply to valuations with an effective date after 22 September 2024.

The Pensions Regulator released a new Funding Code detailing the steps schemes will be required to take to comply with these new regulations. Among other requirements, this will include:

- Schemes will be expected to have a journey plan to reach full-funding on a low-risk basis by the relevant date (set out in a written 'statement of strategy').
- Assets should also be invested to follow a gradual de-risking approach towards a low risk and broadly cashflow matched strategy.
- Appropriate recovery plans should recover funding deficits 'as soon as the employer can reasonably afford'. This is a strengthening of the Pension Regulator's existing guidance.

Experience analysis

I have compared the results of the current valuation with the position at the previous valuation to analyse how the position has changed over the intervening period. The key sources of surplus and deficit over the period are detailed below.



© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Funding and investment strategy

Background

As part of new funding regulations, I am required to set out my calculation of the Section's point of significant maturity and whether the valuation meets fast track requirements.

These will form part of the Trustee's statement of strategy which must be submitted following the valuation.

Relevant date and significant maturity

For the purposes of agreeing a long-term objective, the Trustee is required to set the Section's relevant date. This must no later than the end of the Section year in which the Section reaches significant maturity.

The Scheme Actuary is responsible for estimating the significant maturity, which is defined as the point at which the Section's duration falls to ten years. The calculation requirements of the Section's duration is set out in the DB funding code of practice. It is calculated using the low dependency basis based on market conditions as at 31 March 2023.

I have calculated the Section's duration to be 20 years.

In determining the duration, I have assumed benefits continue to accrue until the last active member retires and the Section will no longer be admitting new members.

Projecting the Section's duration into the future, I have calculated the point of significant maturity to be 29 years.

Having taken into account of the point of significant maturity the Trustee has set the Section's relevant date as 31 March 2054.

Fast track analysis

The valuation will be submitted under the fast-track route.

In order to submit a valuation under the fast-track route, I am required to certify that:

- the Section passes the fast-track tests,
- the low dependency liabilities are calculated in line with the fast-track conditions, and
- the recovery plan is set in line with Fast Track expectations.

The Trustee has decided to submit under the fast track route and I can confirm that the Section passes the fast track tests and the assumptions used for the low

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

dependency basis are compliant with the requirements of Fast Track. Please see my advice dated October 2025 for further details of the tests. My full statement confirming the Section meets the Fast Track requirements is set out in Appendix 3.

Supportable risk

I have previously provided you advice on the supportable level of risk in your journey plan.

Based on that advice and the advice received from your investment adviser and your covenant adviser I understand that you are comfortable that the level of risk in the journey plan is appropriate.

Similarly, I understand you are comfortable that the level of risk that future employer contributions may be required after the relevant date is also appropriate.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Estimate of solvency

At the valuation date, the estimated funding level of the Scheme on a solvency basis was 119%.

I am required to give my estimate of the solvency position of the Section.

Assumptions for estimate of solvency

A solvency estimate is not the same as the Technical Provisions.

The Technical Provisions take into account the investment strategy of the Section and the Trustee's view of the Employer covenant. A solvency basis estimates the assumptions an insurance company may use to price the cost of providing the benefits on a guaranteed basis, in return for a one-off premium. This will take into account:

- The returns on the assets an insurer would typically hold to back these liabilities.
- The margins added by the insurer to take account of the risk, as the insurer takes on sole responsibility for all future benefit payments. There is no recourse for further premiums if experience is worse than expected.

My estimate is in line with the Isio specialist team's estimate of pricing in the buy-out market as at the valuation date.

The team keeps track of the buy-out market and the pricing bases used by the insurance companies and from the information supplied are able to provide estimated buy-out pricing assumptions.

It is important to note that the solvency estimate is only a guide. In particular, the buy-out market is volatile, both relative to interest rates and in the supply and demand for this type of business, and consequently no single estimate can be relied upon. Ultimately, the true solvency position can only be established by completing a buy-out.

Estimated solvency position

The results are as follows:

Results (£'000s)	31 March 2022	31 March 2025
Total liabilities	75,324	33,813
Assets	35,650	40,209
Surplus/(Deficit)	(39,674)	6,396
Funding level	47%	119%

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Future solvency estimate

I estimate that the solvency position of the Section will remain broadly consistent over three years from 31 March 2025.

In making this statement, I have assumed that market conditions remain stable and liability experience is in line the assumptions underlying the solvency estimate. I have also assumed that the performance of the assets is in line with the assumptions underlying the recovery plan.

No allowance has been made for known experience since the valuation date nor any change to the approach to calculate the impact of GMP equalisation.

The potential short-term volatility of the Section's funding position can lead to significant variation in the level funding level.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Pension Protection Fund

Background

The Pension Protection Fund (the PPF) is a compensation scheme that provide members of private sector defined benefit schemes with a minimum level of compensation when the sponsoring employer becomes insolvent.

Currently, the PPF will pay a maximum of 100% of benefits for those over normal retirement age and 90% of the benefits of those under normal retirement age. Pensions in payment from the PPF receive increases in line with consumer prices inflation (capped at 2.5% per annum) in respect of service after 5 April 1997 and no increases in payment are given for pensions in respect of service before 6 April 1997. Spouses' pensions are limited to 50% of the member's pension.

If the Employer becomes insolvent, the Section may become eligible to enter the PPF. One of the main requirements is that the Section's assets are less than the buyout of the benefits provided by the PPF.

Section 179 valuation

It is a requirement that a valuation for the purpose of determining the annual levy payable to the PPF (a Section 179 valuation) is carried out, at least every three years.

I have carried out such a valuation as at the valuation date, and the results will be input on the Pensions Regulator's Scheme Exchange system. A summary of the Section 179 valuation results is given below:

Results £'000s:	Section 179
Active liabilities	17,177
Deferred liabilities	3,153
Pensioner liabilities	6,131
Expenses	587
Total liabilities	27,048
Assets	40,209
Surplus/(Deficit)	13,161
Funding level	149%

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Contributions

Standard contributions

The standard contributions are determined as being equivalent to the present value of future service liabilities over a set period and are expressed as a percentage of Pensionable Earnings.

The standard contribution rate for future benefits has been assessed on the same assumptions as those used to calculate the Technical Provisions, along with future Pensionable earnings increase assumption. After allowing for members' contributions, the standard Employer contribution rate is 14.8% p.a. of Pensionable Earnings. This is lower than the Employer's rate of 33.4% from the last valuation due mainly to the change in assumptions. The new future service contribution rate will start from 1 April 2026.

Expenses

All expenses incurred by the NWS Limited Section of the Plan, including the PPF levy and investment related expenses are paid directly by the Section. The death-in-service lump sum benefit for this Section is self-insured.

Schedule of Contributions

All contributions, including their effective dates, must be set out in a Schedule of Contributions, to be signed on behalf of the Trustee and the Lead Employer and certified by me. A copy of the schedule and my certificate is included in the appendices.

The Trustee will revisit the position at the next actuarial valuation or before in the event of any material change in circumstances.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Appendices

Appendix 1

Membership summary and assets

Membership data

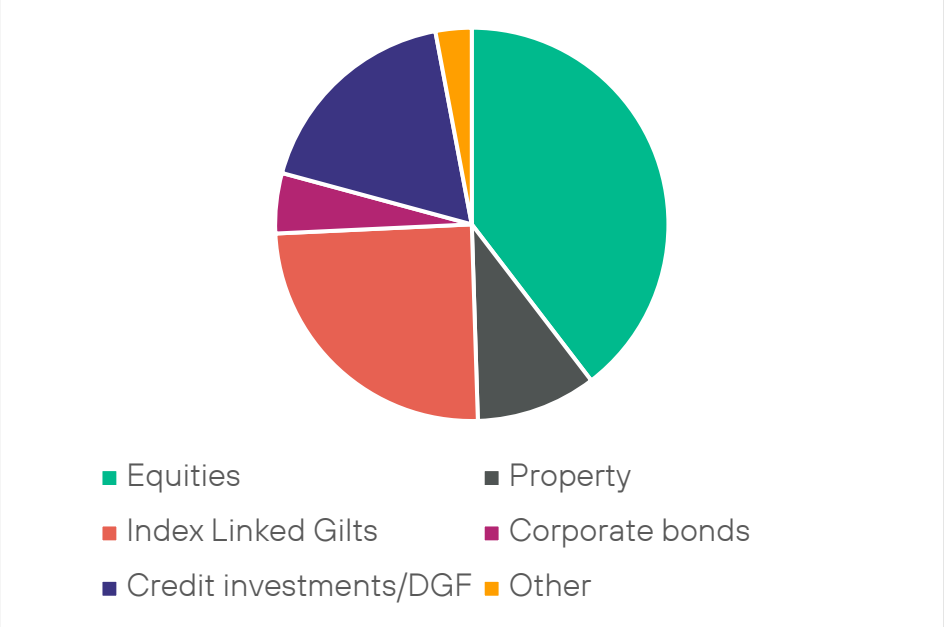
Membership data at the valuation date is summarised below, along with membership data at the previous valuation date for comparison.

	Number	Weighted average age [a]	Total Pensionable Earnings/pension (£'000s) [b]
	(previous valuation in brackets)		
Actives	77 (74)	50.1 (48.2)	Final Salary[c]: 5,537 CARE[d]: 5,337 (4,792)
Deferreds	19 (16)	50.1 (48.1)	153 (99)
Pensioner	43 (35)	64.9 (63.3)	373 (210)

(a) Weighted by liability
(b) Accrued pension at date of leaving for deferreds, current pension in payment for pensioners and dependants
(c) Full-time equivalent
(d) Adjusted for part-time

Section assets

The chart below shows the market value of the investment assets as at 31 March 2025. This figure has been taken as the audited value of the assets from the Trustee Report and Accounts. The total is £40,209,000. Please note they exclude the value of members' AVCs funds and the defined contribution section.



Source: Audited assets provided by EQ for the year-ending 31 March 2025

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Appendix 2

Benefit summary

This report has been based upon benefits in the Trust Deed and Rules.

Except where stated in the report, no allowance has been made for any discretionary benefits or discretionary increases to benefits.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Appendix 3
Certificates and documentation

Certification of the calculation of the Technical Provisions

Statement of Funding Principles

Schedule of Contributions

Section 179 valuation

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Docusign Envelope ID: F77BB06A-E380-4E6D-8C4E-3650F9C768FB

Certification of the calculation of the Technical Provisions

Nuclear Waste Services Ltd Section of the Combined Nuclear Pension Plan

Calculation of Technical Provisions

I certify that, in my opinion, the calculation of the Section's Technical Provisions as at 31 March 2025 is made in accordance with the regulations under Section 222 of the Pensions Act 2004. The calculation uses a method and assumptions determined by the Trustee of the Combined Nuclear Pension Plan ("the Plan") and set out in the Statement of Funding Principles dated 31 March 2026.

Signature

Date

31/3/2026

Name

Mark McClintock

Qualification

Fellow of the Institute and Faculty of Actuaries

Address

Isio
1 Donegall Square South
Belfast
BT1 5LR

Employer

Isio Group Limited

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Docusign Envelope ID: F77BB06A-E380-4E6D-8C4E-3650F9C768FB

Statement of Funding Principles

Nuclear Waste Services Ltd Section of the Combined Nuclear Pension Plan

This statement was agreed between the Trustee of the Nuclear Waste Services Ltd Section (the "Section") of the Combined Nuclear Pension Plan (the "Plan") and The Nuclear Decommissioning Authority ("the NDA" or the "Lead Employer") as required by Section 223 of the Pensions Act 2004. The actuarial valuation of the Section at 31 March 2025 was carried out on the basis of these principles. The Trustee took advice from the Scheme Actuary, Mark McClintock FIA before completing this statement. This statement will next be reviewed before 30 June 2029, which is fifteen months after the effective date of the next scheduled actuarial valuation of the Section.

Our policy for ensuring that the statutory funding objective is met

This statement sets out the Trustee's policy for ensuring that the Statutory Funding Objective is met.

We have agreed a method and assumptions for calculating the Section's Technical Provisions which we believe are sufficiently prudent. This means that we believe they will allow the continued payment of pensions and benefits already in payment and that they place a value on other pensions and benefits which, given our investment strategy, means they have a realistic probability of being met at the appropriate times. We make annual checks on the funding position of the Section, to confirm whether or not the Section continues to meet the statutory funding objective at each review date.

Other funding objectives

Neither the Section nor the Plan has any other funding objectives other than those described above.

The methods and assumptions to be used in calculating the Section's Technical Provisions method

The Section's Technical Provisions will be calculated, as required by the Pensions Act 2004, using an accrued benefits method. Specifically, the method used is the Attained Age Method ("AAM"), which is a change in approach from previous valuations.

Assumptions

The principal assumptions to be used in calculating the Section's Technical Provisions will be determined as set out on the following page.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Docusign Envelope ID: F77BB06A-E380-4E6D-8C4E-3650F9C768FB

Technical Provisions	
Financial Assumptions	**Derivation**
Pre-retirement discount rate	Set with reference to the Bank of England gilt yield curve plus a 1.50% p.a. margin, which reflects an allowance for the higher return of the Section's invested assets.
Post-retirement discount rate	Set with reference to the Bank of England gilt yield curve plus a 0.50% p.a. margin.
Retail Prices Index (RPI) inflation	Set with reference to the Bank of England gilt yield curve.
Consumer Prices Index (CPI) inflation	CPI inflation is assumed to be 0.8% lower than RPI inflation prior to February 2030 and equal to RPI inflation onwards.
Increases to Pensionable Earnings	Pensionable Earnings will be assumed to increase relative to the assumed rate of CPI inflation, by an amount based on an experience analysis conducted for the 31 March 2025 valuation. Promotional earnings scale based on experience analysis conducted for the 31 March 2025 valuation. - Years 1: Known increases - Years 2-4: CPI - Over 4 years: CPI + 0.5% Plus promotional earnings scale (See Table A in the Appendix to the Statement of Funding Principles)
Increases to pensions in payment and revaluation of deferred pensions.	An adjustment could be considered to the assumption for price inflation when looking at RPI inflation-linked pension increases or revaluation. For the purposes of this valuation, no such adjustment has been made. Final Salary: - In line with RPI assumption CARE: - In line with CPI assumption

Demographic Assumptions	Derivation	Assumption
Mortality	Standard published tables of mortality have been adopted that have been found appropriate for the Plan. These tables are then adjusted to allow for expected future improvements in longevity.	110% of SAPS S4 Pensioner tables CMI 2024 projections with a 1.50% p.a. long term rate of improvement (smoothing parameter of 7, initial addition of 0% and core half-life parameter of 1)
Leaving service	Advice has been taken from the Scheme Actuary as to the assumption to adopt taking into account withdrawal experience of the Plan and the views of the Lead Employer.	See sample rates in Table B of the Appendix to this document
Ill health	Advice has been taken from the Scheme Actuary as to the appropriate ill health rates to adopt taking into account the experience of the Plan and the views of the Employer.	See sample rates in Table C of the Appendix to this document

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Docusign Envelope ID: F77BB06A-E380-4E6D-8C4E-3650F9C768FB

Technical Provisions		
Demographic Assumptions	**Derivation**	**Assumption**
Retirement	Members are assumed to retire at their Normal Pension Age. No account has been taken of the possibility of members continuing to work after Normal Pension Age.	Age 60 or 65 as applicable to specific members.
Age difference	Advice has been taken from the Scheme Actuary as to the appropriate age difference between spouses to adopt, taking into account experience of the Plan where plausible and the views of the Lead Employer.	Husbands assumed to be 3 years older than wives
Proportion married	Advice has been taken from the Scheme Actuary as to the appropriate proportions married assumption to adopt, taking into account the experience analysis of the Plan.	NDA Unisex rates See sample rates in Table D of the Appendix to this document
New entrants	The Section of the Plan is closed to defined benefit new entrants.	No allowance
Commutation	The assumption is based on recent experience.	80% of members assumed to commute the maximum amount of tax-free cash.
Expenses (including PPF and other levies)	An allowance has been made towards the estimated cost of operating the Section.	An uplift of 0.8% has been applied to the liabilities to allow for expected expenses over the next 5 years.
Life insurance premiums	Death in service lump sums are self-insured for this Section, the cost of which is met by the Employer.	Included in employer contribution rate
Assets	Market value taken from audited accounts (excluding members' money purchase AVC and Shift Pay Pension Plan).	Market value

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Docusign Envelope ID: F77BB06A-E380-4E6D-8C4E-3650F9C768FB

Other contributors

There are no agreements at present for anyone other than the Employer to make contributions.

Refunds to employers

The Trust Deed permits refund of surplus monies to any or all of the Employers who participate in the Plan, but only on the winding up of the Plan as a whole and then if the assets exceed the cost of buying out the benefits of all the beneficiaries from an insurance company.

Discretionary benefits

There has not been any practice of granting discretionary benefits or increases in benefits under the Section and consequently no allowance is currently made for discretionary benefits.

The Trustee will not agree to any benefit increases unless either there is a specific funding plan agreed in respect of such an increase or the Scheme Actuary advises that such increases can be met by surplus funds held in the Section.

Transfer values

At each valuation, the Trustee will ask the Scheme Actuary to report on the extent to which assets are sufficient to provide CETVs for all members. If the assets are insufficient to provide 100% of benefits on that basis, so that payment of full CETVs would adversely affect the security of the remaining members' benefits, and the Employer is unable or unwilling to provide additional funds, the Trustee will consider reducing CETVs as permitted under legislation.

If, at any other time, the Trustee is of the opinion that payment of CETVs at a previously agreed level could adversely affect the security of the remaining member's benefits, the Trustee will commission a report from the Scheme Actuary and will use the above criteria to decide whether, and to what extent, CETVs should be reduced.

Future actuarial valuations

An actuarial valuation has been carried out as at 31 March 2025 and the Trustee will commission full actuarial valuations every three years, as required by legislation. In addition, in each non-valuation year the Trustee will commission an actuarial report of the Section to provide an updated estimate of the funding position.

If, after considering the Scheme Actuary's advice, the Trustee are of the opinion that events have made it unsafe to continue to rely on the results of the previous valuation as the basis for future contributions, they may commission a full valuation of the Section and revisit the contribution agreements in place.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Docusign Envelope ID: F77BB06A-E380-4E6D-8C4E-3650F9C768FB

The Section will consult with the Lead Employer before commissioning an 'out of cycle' valuation and may agree not to commission such a valuation if agreement can be reached with the Lead Employer to revise the contribution agreement in place in a way satisfactory to the Trustee having considered the advice of the Scheme Actuary.

Signed on behalf of the Trustee	**Signed on behalf of the Lead Employer**
Signature	**Signature**
Name Mark Condron	**Name** Steven Hayton
Position on behalf of Capital Cranfield Trustees Limited, Trustee	**Position** Head of Group Pensions, NDA
Date 31/3/2026	**Date** 31/3/2026

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Docusign Envelope ID: F77BB06A-E380-4E6D-8C4E-3650F9C768FB

Appendix to the Statement of Funding Principles

Sample rates

A. Promotional earnings scales

Scale adjustment	
Age	Increase
Under 29	3.00%
30 to 34	2.50%
35 to 39	1.80%
40 to 41	1.40%
42 to 49	1.00%
Over 50	0.75%

B. Leaving service

Rates per 1000 members at each age		
Age	Withdrawal	
	Male	Female
25	37	64
30	32	55
35	27	46
40	19	35
45	12	28
50	11	27
55	13	29

C. Ill health retirement

Ill health decrements		
Age	Male	Female
20	0.0000	0.0000
25	0.0001	0.0000
30	0.0001	0.0001
35	0.0003	0.0001
40	0.0005	0.0004
45	0.0011	0.0008
50	0.0023	0.0016
55	0.0045	0.0035

D. Proportions married

Age	% Male and Female
20	75
30	75
40	75
50	82
60	80
70	82
80	75
90	74

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Docusign Envelope ID: F77BB06A-E380-4E6D-8C4E-3650F9C768FB

Schedule of Contributions

Nuclear Waste Services Ltd Section of the Combined Nuclear Pension Plan

Schedule of Contributions and Certificate

This Schedule of Contributions is required by Section 227 of the Pensions Act 2004 and has been prepared by the Trustee after obtaining advice from the Scheme Actuary. It covers the period from 1 April 2026 to 31 March 2031.

Contributions to be paid to the Section:

1) Post-2024 CPS CARE Benefit Structure

Member contributions in respect of future service

Member contributions from 1 April 2026 to 31 March 2027	
Earning bands for the year commencing from 1 April 2026	Active members' contribution rate (% p.a. of Pensionable Earnings)
£14,720 or less	5%
£14,721-£57,543	7%
£57,544-£200,727	8%
More than £200,727	8%
Member contributions from 1 April 2027	
Earning bands for the year commencing from 1 April 2027	Active members' contribution rate (% p.a. of Pensionable Earnings)
£14,720 or less	5%
£14,721-£57,543	7%
£57,544-£200,727	9%
More than £200,727	11%

The Pensionable Earnings bands in the tables above shall be increased each 1 April in line with the annual CPI increase from the preceding September, subject to a minimum of 0%.

Employer contributions in respect of future service (% p.a. of Pensionable Earnings)	
1 April 2026 to 31 March 2027	14.8%
From 1 April 2027	13.9%

The above contributions are to be paid to the Section on a monthly basis. All contributions shall fall due on the last day of each calendar month in respect of that month and shall be paid by the 19th of the subsequent month.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Docusign Envelope ID: F77BB06A-E380-4E6D-8C4E-3650F9C768FB

2) New Joiners Benefit Structure

Employer contributions depend on the level of contributions each member of the New Joiners Benefit Structure elects to pay. As follows:

Member Contributions:	Employer Contributions
3%	8%
4%	9.5%
5%	11%
6%	12.5%
7% or more	13.5%

Percentages relate to each member's Pensionable Pay. The above member contributions are to be deducted from earnings by the Employer and all contributions to be paid to the Section on or before the 19th of each following month.

3) Shift Pay Pension Plan

Member contributions from 1 April 2026 to 31 March 2027

Earning bands for the year commencing from 1 April 2026	Active members' contribution rate (% p.a. of Pensionable Shift Pay)
£14,720 or less	5%
£14,721-£57,543	7%
£57,544-£200,727	8%
More than £200,727	8%

Earning bands for the year commencing from 1 April 2027	Active members' contribution rate (% p.a. of Pensionable Shift Pay)
£14,720 or less	5%
£14,721-£57,543	7%
£57,544-£200,727	9%
More than £200,727	11%

The Pensionable Earnings bands in the tables above shall be increased each 1 April in line with the annual CPI increase from the preceding September, subject to a minimum of 0%.

The above contributions are to be paid to the Section on a monthly basis. All contributions shall fall due on the last day of each calendar month in respect of that month and shall be paid by the 19th of the subsequent month.

Employer contributions in respect of future service (% p.a. of Pensionable Shift Pay)	
1 April 2026 to 31 March 2027	14.8%
From 1 April 2027	13.9%

Contributions in respect of Additional Voluntary Contributions

Any Additional Voluntary Contributions which members have chosen to make, whether invested on a defined contribution basis or used to purchase added pension, are payable in addition to the above contribution rates and

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

are to be paid on or before the 19th of the month after the month they have been deducted from members' earnings.

Contributions in respect of benefit augmentations

The Employer will pay any contributions required to meet any benefit augmentations granted or benefit improvements as agreed with the Scheme Actuary.

Plan expenses and contributions in respect of administration expenses

All expenses incurred by the Nuclear Waste Services Ltd Section of the Plan, including the PPF levy and investment related expenses are paid directly by the Section.

Pensionable Earnings

The definition of Pensionable Earnings is all gross sums received annually by a member in terms of (a) salary or wages, excluding overtime, bonuses and Shift Pay which is pensionable separately under Shift Pay Pension Plan rules; (b) responsibility allowances; (c) any other emoluments included within the definition of Pensionable Earnings for purposes of the Post-2024 CPS CARE Benefit Structure, and (d) any other emoluments of a kind which the Lead Employer declares to be reckonable as Pensionable Earnings and which are notified in writing to the Members concerned.

Pensionable Pay

The definition of Pensionable Pay is all gross sums received annually by a member in terms of (a) salary or wages, excluding overtime but including Pensionable Shift Pay; (b) responsibility allowances; and (c) any other emoluments that the Employer with the consent of the Lead Company declares to be reckonable as Pensionable Pay and which are notified in writing to members concerned.

Pensionable Shift Pay

The definition of Pensionable Shift Pay is that part of Shift Pay as is determined by the Employer with the consent of the Lead Employer. In which, 'Shift Pay' is the extra pay received by a Member by way of shift supplement in respect of shift working.

Signed on behalf of the Trustee **Signature**	**Signed on behalf of the Lead Employer** **Signature**
Name Mark Condron	**Name** Steven Hayton
Position on behalf of Capital Cranfield Trustees Limited, Trustee Director	**Position** Head of Group Pensions, NDA
Date 31/3/2026	**Date** 31/3/2026

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Scheme Actuary certification

Nuclear Waste Services Ltd Section of the Combined Nuclear Pension Plan

1. Adequacy of rates of contributions

I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the Statutory Funding Objective could have been expected on 31 March 2025 to continue to be met for the period for which the schedule is to be in force.

2. Adherence to statement of funding principles

I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated 31 March 2026.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Plan's liabilities by the purchase of annuities, if the Nuclear Waste Services Ltd Section of the Combined Nuclear Pension Plan were to be wound up.

Signature	**Date**
	31/03/2026
Name	**Qualification**
Mark McClintock	Fellow of the Institute and Faculty of Actuaries
Address	**Employer**
Isio 1 Donegall Square South Belfast BT1 5LR	Isio Group Limited

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

S179 valuation

Valuation details	
	£(000s)
Total assets	40,209
Date of relevant accounts	31 March 2025
Total protected liabilities	26,461
Liabilities for active members, excluding expenses	17,177
Liabilities for all deferred pensioners, excluding expenses	3,153
Liabilities for pensioners, excluding expenses	6,131
Estimated costs of winding up (excluding the estimated expenses of benefit installation/payment)	491,687
Estimated expenses of benefit installation/payment	96
External Liabilities	-
Insurance	-
Non-accounts insurance assets	-
Insurance matched active liabilities	-
Insurance matched deferred liabilities	-
Insurance matched pensioner liabilities	-
Proportion of active liabilities excluding expenses figure entered which relates to service:	
Pre 6 April 1997	0%
6 April 1997 – 5 April 2009 (inclusive)	3%
Post 5 April 2009	97%
Proportion of deferred pensioner liabilities excluding expenses figure entered which relates to service:	
Pre 6 April 1997	0%
6 April 1997 – 5 April 2009 (inclusive)	5%
Post 5 April 2009	95%
Proportion of pensioner liabilities excluding expenses figure entered which relates to service:	
Pre 6 April 1997	0%
Post 5 April 1997	100%

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Membership and average ages		
	Number of members	Average age*
Active members	77	50
Deferred members	19	50
Pensioner members	43	65

*Weighted by protected liabilities	31 March 2025
Version number of section 179 guidance used for this valuation	G10
Version number of section 179 assumptions used for this valuation	A11

I certify that this valuation has been carried out in accordance with the Pension Protection Fund (Valuation) Regulations 2005 and with the appropriate section 179 guidance and assumptions issued by the Board of the Pension Protection Fund.

I also certify that the calculated value of the protected liabilities is, in my opinion, unlikely to have been understated, subject only to any alternative treatment(s) permitted in respect of allowances for GMP equalisation under the prevailing version of the s179 guidance used for this valuation.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Actuarial confirmation for fast-track submissions

I Mark McClintock as Scheme Actuary to LLWR Section of the Combined Nuclear Pension Plan confirm to the Trustee that:

In respect of the assumptions underlying the Plan's low dependency funding basis, and, if relevant, the low dependency assumptions used to satisfy a Fast Track test:

- the discount rate is based on nominal gilt yields with an addition that is not greater than 0.5% p.a.
- the RPI assumption is derived from the difference between index linked and nominal gilts yields with no adjustment
- the CPI assumption follows the conditions set out in the 'Minimum Fast Track low dependency requirements' of the CPI inflation section of the Fast Track document
- mortality improvements have adopted a recent CMI core or extended model, or equivalent model from an industry recognised reputable longevity company
- Plan options, apart from cash commutation, have only been allowed for if they increase the value of the liabilities
- if the proportion with partners eligible for survivor pensions and/or age difference assumptions are not based on scheme-specific evidence, the assumptions used are at least as strong as that consistent with PPF guidance for section 179 purposes
- where there is not at least one statutory employer with a legal obligation to pay Plan expenses an expense reserve has been included.

Based on my calculation of the duration for the purposes of the relevant test I am satisfied that:

- the Technical Provisions are at least as high as the appropriate 'Minimum Technical Provisions percentage' derived from Table 1 of the Fast Track document

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

- the results of the funding and investment stress test show a lower or equal stress than the appropriate stress parameter derived from Table 2 of the Fast Track document

This confirmation states that the above tests and conditions are met, but only confirms this. In particular, it does not constitute an opinion on whether or not the legislation and principles in The Pension Regulator's defined benefit funding code of practice are being complied with. Neither does it provide an endorsement of any information provided by the trustees that has been used in satisfying the tests and conditions, for example the split of assets used in the funding and investment stress test.

References to the Fast Track document or parameters are to the Fast Track submission tests and conditions document dated 20 November 2024 and the parameters specified in it.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Appendix 4
Glossary of terms

Term	Explanation
Best-estimate	A value placed on a liability with the expectation that this value is in the middle of the possible range of such values.
Contingent asset	An asset which could be made available to a scheme under certain circumstances e.g. if a company defaults on a contribution payment. These can be used as security if a deficit is not to be repaid immediately.
Defined Benefit (DB)	A scheme where the rules determine the benefits a member will receive, typically related to number of years' service and pensionable pay.
Defined Contribution (DC)	A scheme where the value of a member's individual pension pot at retirement and market conditions at retirement determine the amount of pension a member receives.
Discount rate	The assumed interest rate used to find the present value of payments to be paid or received in the future.
Company covenant	The ability and willingness of the company to make contributions to a scheme as required to pay for benefits.
Guaranteed Minimum Pension (GMP)	The minimum amount that a member of an occupational scheme contracted-out of the second State pension on this basis will receive in respect of their contracted-out service – only applicable to benefits earned prior to 6 April 1997.
Inflation	Retail Price Index (RPI) and Consumer Price Index (CPI) are referred to separately in this report since, typically, both inflation measures are relevant to benefit calculations.
Low dependency	Assets required to make provision for the accrued benefits which would be sufficient so that no further employer contributions would be expected.
Pension Protection Fund (PPF)	A compensation scheme that provides members of qualifying private sector defined benefit schemes with a specified minimum level of compensation when a sponsoring employer becomes insolvent.
Prudence	The margin above a best-estimate value made in an assumption, or placed on a liability, so as to allow a better than equal chance of the assumed outcome being achieved.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

Recovery plan	Specifies how any deficit will be eliminated and the time period over which this will happen.
Relevant date	A date which the scheme is expected to reach low dependency and which must be before or equal to the point of reaching significant maturity. Where significant maturity has been reached it will be the current valuation date.
Schedule of contributions (SoC)	Specifies the contributions to be paid by the company and members.
Significant maturity	A duration determined by tPR as part of The Occupational Pension Schemes (Funding and Investment Strategy and Amendment) Regulations 2024.
Statement of Funding Principles (SFP)	Specifies how the SFO will be met including the assumptions for calculating the Technical Provisions and how the Recovery Plan is formulated.
Statutory funding objective (SFO)	Defined in section 222 of the Pensions Act 2004. Every scheme must have sufficient and appropriate assets to cover their technical provisions, or a Recovery Plan in place to reach this objective.
Statement of strategy	A document that sets out the long-term objectives and guiding principles for managing the scheme's funding and risks.
Technical Provisions	Assets required to make provision for the accrued benefits when they fall due.
The Pensions Regulator (TPR)	Regulatory body for work-based pension schemes in the UK.
Transfer value	Amount a scheme may pay a member when they have left service for the member to put in an alternative pension arrangement of their choosing.

© Isio Group Limited/Isio Services Limited 2026. All rights reserved

The contacts at Isio in connection with this report are:

Mark McClintock FIA

Scheme Actuary

Tel: +44 (0)289 590 9704

Mark.Mcclintock@ISIO.com

Paul Greenall FIA

Tel: +44 (0)161 519 0535

Paul.Greenall@ISIO.com

Isio c/o SPS

PO Box 721

Salford

M5 0QT